

## NO SELF-CARE? NO TEAM CARE!

As a manager, you're often there for everyone — for your team, for your superiors, for your clients, for the company. You take on different roles. You talk, support, decide, and help deliver results. But in all of that, it's incredibly easy to forget one thing: yourself. The fact that you're also human. And that you can't be a good leader if you're in poor shape.

How you're doing matters. Your energy, your state of mind, your resources — they flow into your team. If you're tired, overloaded, overstimulated — your team will feel it. Not right away, but over time — definitely. It will show in your tone of voice. In the pace you set. In how available you are — or aren't. In how you stop asking “How are you?” and start saying “Not now” more and more often.

As a leader, you're not only responsible for results. You're responsible for the space in which others are meant to achieve those results — a space that should be stable, predictable, and built on mutual trust. And you can't create that kind of space if you're scattered inside. If there's no calm in you. If you have no room for others — because you don't even have space for yourself.

A well-rested, well-cared-for leader makes better decisions. They breathe more deeply. They listen more fully. They see more clearly. They have more patience. And they offer the team something no training can teach — a sense of safety. And that, more than any tool or technique, is the foundation of all meaningful work.

Sometimes we push. Because we have to. There are deadlines, projects, goals. We believe that if we can just hold on a little longer, push a little harder, everything will fall into place. And maybe it will — for a while. But if you're pushing against yourself — your body, your emotions, your mind — then that system has a cost. In the short term, it might seem worth it. In the long term — never.

Take care of your health. Your sleep. Movement. Relationships. Time for yourself. Quiet moments. These aren't extras. They're not “for later.” They are your fuel. Without them, you can't be a present, conscious leader. You can't build relationships, support others, or even stay true to yourself. You can hide it for a while — but it always shows up. Eventually. And forcefully.

If there's no space in you for yourself, there won't be any for others. If you're out of resources, you can't share them with your team. If you don't know how to care for your own rhythm, your own peace, your own well-being — you won't create a team that can do it either. Because people watch. They see how you live. How you manage your day. How you respond when things get tough. And they copy it — often unconsciously. If they see you always available, always overloaded, always tense — they'll assume that's what's expected. And they'll start doing the same.

Sometimes all it takes is one offline day. One walk instead of another meeting. One evening with loved ones. One moment of letting go. Sometimes you need to ask for help. Or simply say, “I can't do this today.” That's not weakness. That's maturity.

And that, too, is part of your job. Taking care of yourself isn't something you do “for yourself instead of the team.” It's something you do for the team. You're their frame. And like any frame — you need to be solid to hold the whole thing together. You can't do that if you're falling apart at the seams.

So pause. Ask yourself how you really are. Not the default answer — but the real one. Do you have something to give? Can you breathe? Do you have space in you to truly show up for others? And if not — make space. That's not selfishness. That's the foundation. Because a good leader starts with themselves. Not because they want to go first — but because they know that without it, they won't last long. Neither will their team.